



# Focusing

## On Your Hybrid Retirement Plan

January 2026

### New Year, New Plans, Fresh Start

Happy New Year. Is getting serious about retirement planning on your resolution list for 2026?

While many resolutions may fade over time, having clear financial goals and regularly checking in on your progress could help to make your future dreams a reality. The new year is a time to reflect on how far you have come and where you want to go.

- **Know where you stand** — Log in to your DCP account at [dcp.varetire.org/login](https://dcp.varetire.org/login) and click *Financial Wellness* at the top of the page to take or retake your financial wellness assessment.
- **Maximize your match** — Try to save the maximum of 4% to your Hybrid 457 Plan account to get the full 2.5% match from your employer.
- **Use myOrangeMoney®** — Log in to your DCP account at [dcp.varetire.org/login](https://dcp.varetire.org/login) to estimate how much income you may need for retirement.<sup>1</sup>
- **Designate your beneficiaries** — Name, review and manage beneficiaries for all your financial accounts to help ensure your assets are distributed as you intended.
- **Don't do it alone** — Schedule an appointment with your local DC Plans Education Specialists at [dcp.varetire.org/education/dc-plans-specialists](https://dcp.varetire.org/education/dc-plans-specialists) for additional help on getting closer to achieving your future financial goals.

#### How much can you save in 2026?

Every year, the IRS announces the contribution limits for retirement savings accounts. Certain limits for 2026 have increased, giving you the opportunity to save even more today to help achieve your future goals.

While contributions to the Hybrid Retirement plan are capped at 4%, the contributions count toward the same limit as other 457 contributions you may make through another plan, such as the COV 457 Plan or a plan sponsored by your employer. Your voluntary contributions and employer match may stop early if you do not plan ahead.

|  | 2026   | 2025                         |
|--|--|------------------------------|
| Elective Deferral Limit (Age 49 and under) | \$24,500   | \$23,500                     |
| Ages 50-59 or 64+ catch-up                 | Additional \$8,000 (Maximum \$32,500)              | Additional \$7,500           |
| Ages 60-63 catch-up                        | Additional \$11,250 (Maximum \$35,750)             | Additional \$11,250          |
| 457 Standard catch-up                      | Up to an additional \$24,500 (Maximum of \$49,000) | Up to an additional \$23,500 |

Visit [dcp.varetire.org/hybrid#irs-contribution-limits](https://dcp.varetire.org/hybrid#irs-contribution-limits) for the latest contribution limits for 2026.

## Register for a Regional Education Meeting

Your local DC Plans Education Specialists conduct Regional Education Meetings (REM) throughout the year for both the VRS Hybrid Plan and the Commonwealth of Virginia 457 Plan. Each of these meetings consists of the following presentations:

### Plan Overview (Hybrid or COV 457) – 45 minutes

**Hybrid** — What is the VRS Hybrid plan? What is the difference between the defined benefit and defined contribution components? Join us as we review the hybrid plan and discuss the defined contribution component in more detail. We will discuss the mandatory and voluntary contributions as well as the employer match.

**COV 457** — What is the COV 457 Deferred Compensation Plan? How about the Cash Match Plan? Are you curious to know how your employer's retirement plans work? Come learn about how these plans help you build your retirement future. This presentation is appropriate for employees who are eligible to participate or are already participating in the Commonwealth of Virginia 457 Deferred Compensation Plan.

### Understanding your Investment Options – 1 hour

Do you find investing confusing? Learn about asset classes, diversification and the three investment paths available to you within the VRS Defined Contribution Plans. This topic is appropriate for participants in the Commonwealth of Virginia 457 Deferred Compensation Plan, Virginia Cash Match Plan and/or the Hybrid Retirement Plan.

### Preparing for Retirement – 1 hour

Are you changing employers or is retirement on the horizon? During this presentation, we will explore your various distribution options and requirements within the Commonwealth of Virginia 457 and Virginia Cash Match plans. This topic is appropriate for participants in the Commonwealth of Virginia 457 Deferred Compensation Plan and Virginia Cash Match Plan.

If you are interested in attending one or all three of these sessions, go to [dcprem.timetap.com](https://dcprem.timetap.com) to register for a virtual meeting or for an in-person meeting at a location near you. These Regional Education Meetings provide you with flexibility to register for specific individual sessions or all three, based on your availability.

Go to [dcp.varetire.org/education/dc-plans-specialists](https://dcp.varetire.org/education/dc-plans-specialists) to view the full schedule of available sessions and to register for an upcoming event.

### VRS Defined Contribution Plans

- Hybrid 457 Deferred Compensation Plan
- Hybrid 401(a) Cash Match Plan



## Tackle Your Future Goals with Five Smart Savings Buckets

As you plan for the future, are you allocating your money appropriately? Understanding the various types of savings accounts and how they work can help you to be prepared for emergencies, achieve financial goals and help build a secure financial future.

**Household** — Maintaining a household budget is key to making sure you balance your spending and saving for everyday needs. Understanding the balance between your needs, wants and savings can be helpful when it comes to planning your future financial goals. Use the budget calculator at [dcp.varetire.org/plan-tools/calculators](https://dcp.varetire.org/plan-tools/calculators) to build your household budget.

**Emergency** — Do you have enough cash to cover an unexpected situation? Setting aside money specifically for life's unknowns can help prevent you from going into debt or taking out a loan. Visit [voya.com/page/on-demand/building-your-emergency-fund](https://voya.com/page/on-demand/building-your-emergency-fund) to learn more about the importance of an emergency fund, how to start building one and how much you should stash away.

**Health** — Healthcare continues to be one of the largest expenses in retirement. Having a separate account for health-related expenses is important to ensure you don't dip into your retirement account or other savings accounts to pay for medical expenses. A Health Savings Account or separate health-related expenses savings account can help you enjoy your retirement dollars that much more. Research your employee benefits to determine what health savings options are available to you.

**College** — Do you plan to support a student when they go to college? Consider the types of college savings accounts available to you, whether it's a 529 savings plan, an Educational Savings Account or a Uniform Gifts to Minors Act/Uniform Transfers to Minors Act (UGMA/UTMA). Visit [voya.com/page/saving-college](https://voya.com/page/saving-college) for more information.

**Retirement** — Retirement looks different for everyone, but the path to retirement is generally the same. You need to save. Take advantage of all your savings options so you can enjoy life in retirement. If you are not currently saving the maximum of 4% in the Hybrid 457 Plan, challenge yourself to increase your contributions by 1% this year and every year going forward until you get to 4%. You can use SmartStep to gradually increase your savings. Small increases can help make a big impact in the future. Log in to your account at [dcp.varetire.org/login](https://dcp.varetire.org/login) to use the myOrangeMoney<sup>®1</sup> retirement calculator, which helps you see how much you may need and your progress toward that goal.



## Looking for more help

We offer three levels of retirement planning and financial wellness support depending on how much assistance you need. These options include:



### Self-Service

myOrangeMoney<sup>®1</sup>  
Voya Learn<sup>®</sup>  
myVRS Financial Wellness



### Guided

DC Plans Education Specialists<sup>2</sup>  
Point-in-time Advice<sup>3</sup>  
Financial Snapshot<sup>4</sup>



### Managed

Managed Accounts<sup>3</sup>  
Holistic Financial Plan<sup>4</sup>  
Local Certified Financial Planner<sup>™</sup> CFP<sup>®4</sup>  
Be Ready Program

Go to [dcp.varetire.org/education](https://dcp.varetire.org/education) to learn more about the available education and support options

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## Accessing your account & resources

**VRS Defined Contribution Plans Service Center:** 877-327-5261  
Monday-Friday, 8 a.m. – 9 p.m. ET, except stock market holidays.

**Hybrid Website:** [dcp.varetire.org/hybrid](https://dcp.varetire.org/hybrid)

**VRS Website:** [varetire.org](https://varetire.org)

**Hybrid Learning Channel:** [varetire.org/education/hybrid-learning-channel](https://varetire.org/education/hybrid-learning-channel)

**myVRS Account:** [myVRS.varetire.org](https://myVRS.varetire.org)

**DCP Website:** [dcp.varetire.org](https://dcp.varetire.org)

**DCP Account:** [dcp.varetire.org/login](https://dcp.varetire.org/login)

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<sup>1</sup>**IMPORTANT:** The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial, or tax advice, and you should always consult a qualified professional legal, financial, and/or tax advisor when making decisions related to your individual tax situation.

<sup>2</sup>Information from registered Plan Service Representatives is for educational purposes only and is not legal, tax, or investment advice. Local Plan Service Representatives are registered representatives of Voya Financial Advisors, Inc., member SIPC.

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